



STATE OF IOWA

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DEPARTMENT OF EDUCATION
JUDY A. JEFFREY, DIRECTOR

DATE: June 28, 2006

TO: Administrators of Public School Districts
AEA Administrators

FROM: Pamela Pfitzenmaier, Ph.D., Administrator
Division of PK-12 Education

SUBJECT: House File 2792 Student Achievement and Teacher Quality Program

On Thursday, June 1, 2006, Governor Vilsack signed House File (HF) 2792 that included funding for and changes to the Student Achievement and Teacher Quality Program. The purpose of this memo is to update the information regarding the Teacher Quality Program.

A. Change in mentoring and induction

Beginning teacher librarians and counselors who are new to education and who hold an initial license are now included in the mentoring and induction program. Teacher interns are also included in the mentoring and induction program.

B. Professional development day

HF 2792 continued the funding for the equivalent of one day of professional development for teachers (one day was also funded in the 2005-06 school year and this funding is a continuation of that, not an additional day over the one added in 2005-06). **NOTE: The amount to be paid to each teacher was specified in HF 2792. Districts must distribute these funds to teachers based on the individual teacher per diem amounts.** Any surplus funds must be carried over and used for the same purpose in the following school year.

Question 1: Does the district need to add an additional professional development day in 2006-07?

No, but the district must maintain the day added in the 2005-06 school year.

Question 2: How much is provided to each school district and AEA? Compensation is provided for the equivalent of one professional development day. HF 2792 allocated up to \$10 million to the Department for use by school districts to add the equivalent of one additional contract day to the school calendar. The amount to be distributed to each district may be found at <http://www.state.ia.us/educate/fis/sft/alloc/index.html>. The amount listed for your district was based upon the average per diem teacher contract salary for your district (not including extracurricular activities) plus an adjustment for FICA and IPERS of 13.4 percent times 4 percent allowable growth. The actual district figure listed was calculated based upon the number of full-time equivalent teachers in the district per the fall 2005 certified teacher count. The purpose of this funding is to provide the equivalent of one teacher contract day added to the school calendar for professional development. **School districts must distribute these funds to teachers based on the individual teacher per diem amounts (not including extracurricular activities).**

Question 3: What "counts" as a professional development day?

The equivalent of one day should provide for alignment with the Iowa Teaching Standards; career development needs of teachers (District and Individual Teacher Career Development Plans); research-based instructional strategies; alignment with the Comprehensive School Improvement Plan student achievement goals; analysis, theory, classroom demonstration and practice, technology integration, observation, reflection, and peer coaching; and improvement in instructional practice and effect on student learning. This

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would NOT include items such as mandatory trainings, parent-teacher conference days, teachers preparing in their classrooms, staff orientations, or time spent preparing grades/report cards/lesson plans.

Question 4: In planning for the equivalent of one contract day, does each of our attendance centers have to add the equivalent day in the same manner? No, the equivalent of one contract day may be implemented in different ways in different buildings according to its needs. For example, an elementary building may choose to add contract hours every other month while the high school may add one-half contract day twice during the year. However, all teachers must have the equivalent of one contract day for professional development per HF 2792.

C. Additional compensation for teacher salaries and/or professional development (“Pot 2”)

HF 2792 allocated up to \$6.625 million to the Department for use by school districts for either salaries or to pay teachers for professional development time, or both, as determined by the school district. The amount to be distributed to your district may be found at <http://www.state.ia.us/educate/fis/sft/alloc/index.html>. The amount listed for your district is based upon the same allocation formula as the existing basic Teacher Quality compensation funding in Iowa Code 284.13 paragraph f: (1) Fifty percent of the allocation is based upon basic enrollment of the district; and (2) Fifty percent of the allocation is based upon the number of FTE teachers employed in the district. **NOTE: HF 2792 retained the same “Pot 2” language as was passed in 2005.**

Question 5: What are the allowable expenditures for these funds?

These funds are to be used only for either teacher salaries or to pay teachers for professional development time, or both. While it is recognized that quality professional development often requires additional support such as hiring consultants to deliver professional development, substitute costs for teacher release time, and travel costs, these expenditures are not allowed using these funds.

Question 6: Who determines whether the funds allocated are used for salaries, professional development time, or both?

If the employees of a district/AEA eligible for these funds are organized under Chapter 20 of the Iowa Code (collective bargaining), the board and certified bargaining representatives shall mutually agree upon the use and distribution of the funds. If the board and bargaining representatives do not reach agreement by July 15 (or by another mutually agreed upon date), then the board shall divide the funds among the eligible teachers for salaries. Teachers employed on a less than full-time basis shall receive a prorated amount.

Question 7: May the funds in paragraph C be used to supplement the funding for the equivalent of one additional professional development day if the allocation of funds provided through paragraph B is insufficient?

Yes, by mutual agreement.

D. Market factor teacher salaries (NEW for 2006-07)

HF 2792 also provided \$3,390,000 for state assistance to allow school districts to add a market factor to teacher salaries paid by the school districts. (AEAs are not included in this allotment.) Market factor salary incentives may include improving salaries for factors due to geographic differences and subject-area shortages. The amount to be distributed to your district may be found at <http://www.state.ia.us/educate/fis/sft/alloc/index.html>. **The use of these funds will be determined by the school board.** These funds shall supplement, but not supplant, wages and salaries paid as a result of a collective bargaining agreement reached pursuant to Chapter 20.

E. Reporting requirements

HF 2792 continues the reporting requirements for local districts. The intended use of the funds received for professional development/teacher salaries will be reported as part of the Fall BEDS (Basic Educational Data Survey) collections.

If your district has more questions, contact Dianne Chadwick (515-281-3718 or dianne.chadwick@iowa.gov).